

DISPATCH

CLASSIFICATION

PROCESSING ACTION

TO	Chiefs of Station and Base	X	MARKED FOR INDEXING
INFO			NO INDEXING REQUIRED
FROM	Chief, [REDACTED]		ONLY QUALIFIED DESK CAN JUDGE INDEXING
SUBJECT	Personal Rank Assignments at Headquarters		MICROFILM
ACTION REQUIRED - REFERENCES			25X1A2d1

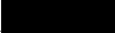
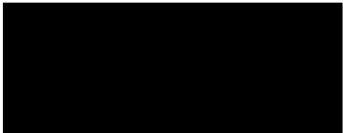
25X1A2d1

1. It is the policy of the [REDACTED] Career Service that the upcoming assignments of each officer stationed abroad be determined prior to the completion of his tour of duty and that he be advised thereof at as early a date as possible. Such assignments are made in relation to the need of [REDACTED] and with deference to the individual's preferences as stated in the Field Reassignment Questionnaire. Insofar as staffing requirements permit, officers at all levels are given assignments which will further develop their capabilities and broaden their experience. No standard pattern applies, however, and very often the priority of a vacant position to be filled is the overriding factor, in which case a personal rank assignment may be indicated. 25X1A2d1

2. Policies for advancement in effect during the last two years have resulted in the staffing of most senior positions by officers of commensurate grade. Headquarters assignments are designed not only to permit desirable fluidity of movement of senior officers between the field and headquarters but also to capitalize on the depth of their experiences in area and function. Consequently it may be necessary for an officer to serve a tour in a position carried on the Staffing Complement at a grade lower than his own. Such personal rank assignments are a recognized characteristic of [REDACTED] assignment practices and are regarded as a matter of sound organizational practice -- not retrogression. Any alternative to our system of personal rank assignments might well involve a complicated system of brevet assignments and temporary grades. It is preferable, obviously, to keep an individual's grade fixed, varying his assigned position as may suit the circumstances at a given time. 25X1A2d1

3. At an earlier stage in our organizational development there was considerable "headroom" in our staffing structure: i.e., vacant positions, or positions having a higher grade than that of the occupant. As a result, progress up the ladder of prestige gained a symbolic significance beyond its reality in fact. Now, as the organization has matured, this "headroom", so-called, has tended to disappear and so has the symbolism which it permitted. The disappearance of the superficial importance of title or position at headquarters is, moreover, a manifestation of a sound promotion policy which has recognized and will continue to recognize distinguished performance and superior talents as criteria for advancement.

CROSS REFERENCE TO	DISPATCH SYMBOL AND NUMBER	DATE
	25X1A	27 MAR 1964
	Book Dispatch No. [REDACTED]	
Approved for Release 2001/08/01 : CIA-RDP80-01826R000400080028-4		
GROUP 1 Excluded from automatic downgrading and declassification		

CONTINUATION OF DISPATCH	CLASSIFICATION	DISPATCH SYMBOL AND NUMBER
	SECRET	Book Dispatch No. 
<p>4. By way of summation then, it is anticipated that generally officers returning from abroad will be assigned to headquarters' positions commensurate with grade, experience, and demonstrated abilities. There may be instances where officers will be assigned to positions with grades greater or less than that currently held by them. In the former instance there is no assurance that the next assignment will not be a lower grade. In the latter instance, it in no way is construed as a derogatory reflection on their status, experience or abilities. Personal rank assignment to a position is an accepted practice and must of necessity continue in order to permit maximum usefulness of personnel as well as allow for sensible management of our rotational system.</p> <p>5. Needless to say, the controlling considerations discussed above with respect to assignments at headquarters are equally valid and applicable to field assignments.</p>		
		
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